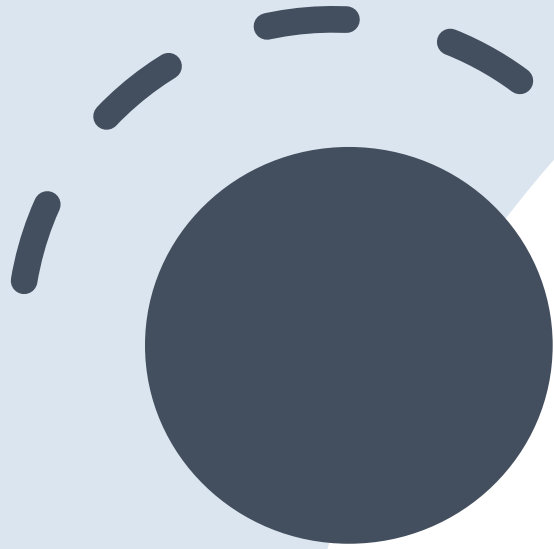




Pay Plan Range Increase

Agenda Item – 22-0740

Kenneth L. Hermon, Jr.
Chief HR Officer
October 5, 2022

Background & Recommendation

Background

- BOC authorized HR to conduct market salary survey in June 2021
- Partnered with Segal Consulting Services
- Gathered salary data from both local and similarly situated regional jurisdictions

Findings

- County's entry salary led or was on par with comparators
- County's max salaries lagged behind the comparators

Recommendation

- Increase the max of the range by 20%

Impact

- Provides more flexibility to attract and retain talent
- Action will not require any additional funding



County's Salary Competitiveness

Peer Organization	Count of Matches	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Carroll County, GA	56	130%	123%	121%
Cherokee County, GA	72	138%	135%	133%
Cobb County, GA	148	107%	104%	102%
Coweta County, GA	67	123%	113%	105%
DeKalb County, GA	162	103%	101%	100%
Douglas County, GA	33	122%	101%	92%
Fayette County, GA	75	108%	118%	106%
Forsyth County, GA	81	104%	99%	96%
Gwinnett County, GA	134	100%	94%	90%
Henry County, GA	68	110%	114%	117%
Rockdale County, GA	121	122%	117%	114%
Mecklenburg County, NC	115	90%	90%	90%
Wake County, NC	93	96%	88%	84%
Travis County, TX	139	96%	107%	113%
Orange County, FL	108	92%	97%	88%
Atlanta, GA	103	106%	100%	99%

Blue – Fulton County ranges led by more 5%
Black – Fulton ranges were within 0-5%
Red – Fulton ranges lagged by more than 5%



Proposed new Salary Ranges

Grade	CURRENT			PROPOSED		
	MIN	MID	MAX	MIN	MID	NEW MAX
1	24,427	27,758	33,309	24,427	32,199	39,971
2	26,319	29,908	35,889	26,319	34,693	43,067
3	28,211	32,057	38,469	28,211	37,187	46,163
4	30,103	34,207	41,049	30,103	39,681	49,259
5	31,994	36,358	43,629	31,994	42,174	52,355
6	33,887	38,508	46,209	33,887	44,669	55,451
7	34,122	38,775	46,530	34,122	44,979	55,836
8	35,926	40,825	48,990	35,926	47,357	58,788
9	36,333	41,287	49,545	36,333	47,894	59,454
10	38,070	43,263	51,915	38,070	50,184	62,298
11	39,808	45,237	54,284	39,808	52,474	65,141
12	41,545	47,211	56,653	41,545	54,764	67,984
13	43,283	49,185	59,023	43,283	57,055	70,828
14	45,021	51,159	61,392	45,021	59,346	73,670
15	46,758	53,135	63,761	46,758	61,635	76,513
16	48,496	55,109	66,131	48,496	63,926	79,357
17	50,233	57,083	68,500	50,233	66,216	82,200
18	51,971	59,057	70,869	51,971	68,507	85,043

Grade	CURRENT			PROPOSED		
	MIN	MID	MAX	MIN	MID	NEW MAX
19	57,154	62,349	77,936	57,154	75,339	93,523
20	61,036	66,584	83,229	61,036	80,455	99,875
21	64,917	70,818	88,523	64,917	85,572	106,228
22	68,798	75,052	93,816	68,798	90,689	112,579
23	72,680	79,287	99,109	72,680	95,806	118,931
24	76,562	83,522	104,402	76,562	100,922	125,282
25	80,444	87,757	109,696	80,444	106,040	131,635
26	84,326	91,991	114,989	84,326	111,156	137,987
27	88,207	96,226	120,282	88,207	116,273	144,338
28	101,574	101,575	138,511	101,574	133,894	166,213
29	109,962	109,961	149,947	109,962	144,949	179,936
30	118,347	118,347	161,383	118,347	156,003	193,660
31	126,733	126,734	172,819	126,733	167,058	207,383
32	135,121	135,120	184,255	135,121	178,113	221,106
33	143,494	143,506	195,691	143,494	189,162	234,829
34	151,892	151,893	207,127	151,892	200,222	248,552
35	160,280	160,279	218,563	160,280	211,278	262,276

Questions